



METRO VANCOUVER
**TRANSIT
POLICE**

Lateral/Exempt
Police Officer
Information
Package



Executive Summary

Transit Police is the only dedicated police service in Canada focused on reducing crime and disorderly behavior in and around the public transportation system. Patrolling 148 km of rail, 63 stations, 2,000 buses and 245 bus routes, we serve 21 diverse communities and one First Nation.

Transit Police ensure transit community safety and security on:

- SkyTrain & Canada Line with 79 kms of guideway and 55 stations
- West Coast Express with 69 kms of track and eight stations
- Coast Mountain Bus with 1800 square kms of bus service that includes 245 routes
- SeaBus with three ferries traveling between downtown Vancouver and North Vancouver

The transit network is in a state of growth, and that brings an increased demand for Transit Police service. The fully approved and funded Broadway Subway extension will add 6 kms of rail and 5 new stations by 2025. The Surrey Langley SkyTrain, approved by the Mayors Council and partially funded, will add 16 kms of rail and 8 stations.

Our patrols are mostly focused on light rail systems but we investigate transit-related crime throughout the Lower Mainland.

Transit Police works collaboratively with each of the jurisdictional police departments in order to provide seamless policing across communities.

We are committed to providing safety and security for everyone who uses or works on and around public transit. Our community-based policing approach is the cornerstone of the Transit Police strategy.

Beat-style policing allows us to build partnerships and foster relationships with passengers, transit staff, community and government partners and the region's jurisdictional police partners.



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TPPA SALARY SCALES

Police Sworn Member Pay Scales as of April 1, 2019 (based on a 40-hour work week):

<u>Position</u>	<u>Hourly</u>	<u>Monthly</u>	<u>Yearly</u>
Pre-Recruit Constable	35.4456	6,165	73,980
Recruit Constable	35.4456	6,165	73,980
Designated Constable 4th Class	39.3840	6,850	82,200
Designated Constable 3rd Class	41.8448	7,278	87,336
Designated Constable 2nd Class	44.3113	7,707	92,484
Designated Constable 1st Class	49.2328	8,563	102,756
Designated Constable Level I	51.6936	8,991	107,892
Designated Constable Level II	54.1487	9,418	113,016
Designated Constable Level III	56.6152	9,847	118,164



BENEFIT PLANS

Medical Services Plan

The Employer will pay one hundred percent (100%) of the required premiums for Medical Services Plan coverage for Eligible Employees.

Extended Health Care Plan

Eligible Employees and their dependents are entitled to extended health care coverage through the Employer's Extended Health Care Plan on the terms and conditions of that plan. The plan contains a lifetime maximum of \$1,000,000 per person for Out of Country Travel. Eligible expenses include but are not limited to:

- Vision Care: \$400 per person per twenty-four (24) month period towards eyeglasses, contact lenses or laser eye surgery and \$100 per person per twenty-four (24) month period towards the cost of eye examinations. Employees will not be required to co-pay any amount for this benefit.
- Hearing Care: \$1000 per person per five (5) year period per hearing aid. Additional coverage towards the cost of batteries and other hearing aid accessories and the maintenance of hearing aids. Employees will not be required to copay any amount for this benefit.
- Prescription Drug Coverage: Coverage of drugs as per the terms and conditions of the plan. Effective the date of ratification, prescription drug coverage includes oral contraceptives.
- Registered paramedical therapy services up to the following maximum amounts per person per calendar year:
 - a) Acupuncture \$200
 - b) Chiropractor \$750
 - c) Massage \$750
 - d) Naturopath \$250
 - e) Physiotherapist \$750
 - f) Podiatrist \$200
 - g) Speech Language Pathologist \$100
- Psychological and Registered Clinical Counsellor Services: \$3,000 per person per calendar year for psychological services.



Extended Dental Plan

Regular Employees and their dependents are entitled to extended dental coverage through the Employer's Extended Dental Plan on the terms and conditions of that plan. The plan will provide Eligible Employees with coverage equivalent to: Plan A (95% co-insurance); Plan B (70% co-insurance) and Plan C (60% co-insurance) with a maximum of \$5,000 lifetime dental benefits per person covered.

Group Life Insurance

Eligible Employees may receive life insurance coverage under plans held by the Employer or the Union, as the case may be, on the terms and conditions of those plans:

- Basic Group Life Insurance
- Optional Life Insurance (Employee and Spouse)
- Voluntary Group Life Insurance
- Accidental Death & Dismemberment Insurance
- Dependent Group Life Insurance

The premium costs and dividends, where applicable, for the above plans, shall be paid for one hundred percent (100%) by the Employer. Enrollment in all Benefit Plans will be effective from the first day of the pay period immediately following the completion of the qualifying period, if any.

Transit Passes

All Employees, except casual Employees, are entitled to a yearly transit pass. In addition, up to two (2) free passes will be issued to the Employee's spouse and child. Transit Passes are taxable to the employee.



VACATION, STATUTORY HOLIDAYS & LEAVE OF ABSENCE

Vacation

Vacation periods and leaves of absence shall not conflict with essential departmental requirements.

Year-of-Hire Vacation Entitlement

Employees hired between January 1st and May 31st inclusive and who complete six (6) months continuous service in the calendar year of hire may take five (5) days vacation with pay in the calendar year of hire, which if taken, shall be deducted from their entitlement in their first anniversary year.

Annual Vacation Entitlements

An Employee shall earn his/her annual vacation entitlement for any calendar year, only when he/she reaches his/her anniversary, although he/she may take his/her annual vacation anytime during that calendar year. Annual vacation entitlements with pay shall be as follows:

In the calendar year of:

■ Police Sworn Member *1st – 7th anniversary	120 hours
■ 8th – 15th anniversary	160 Hours
■ 16th – 22nd anniversary	200 Hours
■ 23rd and later anniversary	240 Hours



Statutory Holidays

For the purposes of this Agreement, the following is acknowledged as statutory holidays:

<i>New Year's Day</i>	<i>Family Day</i>	<i>Good Friday</i>	<i>Easter Monday</i>	<i>Victoria Day</i>
<i>Canada Day</i>	<i>Labor Day</i>	<i>Remembrance Day</i>	<i>Christmas Day</i>	<i>Boxing Day</i>

or days in lieu of these listed holidays and any other public holiday gazetted, declared or proclaimed by the Federal Government or the Government of the Province of British Columbia.

In recognition that statutory holidays may be scheduled work days for shift workers, Employees will be scheduled off for up to twelve (12) days in lieu of statutory holidays. These days off in lieu of statutory holidays shall normally be scheduled in the pay period in which the statutory holiday falls and, subject to departmental requirements, in conjunction with scheduled days off in that pay period time. The Employer may, at its discretion, permit the banking of such statutory holidays which will be taken off at a time that is mutually agreed upon by the Employee and Supervisor. Any statutory holiday time that is not taken by December 31 of each year will be paid out not later than the second full pay period following the applicable year of entitlement.

When a statutory holiday falls on a Saturday or a Sunday and another day is not proclaimed in lieu thereof in accordance with the Collective Agreement, a day off in lieu thereof will be given on the last working day immediately preceding or the first working day immediately following the weekend on which the statutory holiday or holidays fall. The day off in lieu will be chosen by the Employer and taken by Employees either individually or in groups at the Employer's discretion.

An Employee will receive statutory holiday pay equivalent to a normal day's time at basic straight-time rates to a maximum of seven and one-half (7.5) hours for each statutory holiday (or any day in lieu thereof granted above) provided that on the working day immediately before or on the working day immediately following the holiday he/she was at work, or on sick leave (excluding an income continuance period), or on annual vacation, or on ATO or on approved leave of absence not exceeding ten (10) working days. Employees on STD/LTD but who are working full-time on a modified or light duties capacity will be considered "at work" under this provision and, subject to any other restriction in this Article, will receive statutory holiday pay.

In addition to the provisions, all time worked on statutory holidays shall be paid at double time rates, except as provided in Article 8.16 of the Collective Agreement.

Shift workers as listed in Article 13.08 of the Collective Agreement who are required to work on statutory holidays as their regular work day shall be paid at time and one-half (1.5) for those days. Shift workers will be paid at two hundred percent (200%) for all hours worked on a Statutory Holiday which falls on a Sunday or on Christmas Day.

Shift workers who work on scheduled days off in lieu of statutory holidays shall receive two hundred percent (200%) and shall not be entitled to another day off in lieu thereof. This payment will not apply to hours for which overtime rates are paid.

Employees who are required to work on a day designated in lieu of a statutory holiday or holidays as provided in Article 8.13 of the Collective Agreement shall be notified by the Employer of such requirement to work not less than fourteen (14) days prior thereto, and in such event shall be paid at straight-time rates and shall have their day in lieu rescheduled as in Article 8.13 in the Collective Agreement providing such rescheduled day shall be consecutive with the weekend on which the statutory holiday or holidays fall. In the event of notification by the Employer of less than fourteen (14) days prior thereto, an Employee works on a designated day in lieu will be paid at overtime rates for all time worked plus regular salary for the day, and shall not be entitled to another day off in lieu thereof.



Work Hours

The work year shall be the equivalent of 2080 hours. Working hours shall be the equivalent of forty (40) hours per calendar week.

In addition, twelve (12) times per calendar year, each Community Relations Officer may be assigned hours of work within the Authorized Variation. In the case that the Employee is required to work within the Authorized Variation, he/she will be eligible for the appropriate shift premium as per Article 5.01(a) of the Collective Agreement.

Police Sworn Members Work Day

- (a) The work day shall be any ten hours and thirty minutes (10.5 hours) for Members, working a schedule of 4 days on and 3 days off in a calendar week.
- (b) The work day shall be twelve hours (12 hours) for Members, working a schedule of 4 days on and 4 days off.
- (c) The work day shall be eight hours and thirty minutes (8.5 hours) for Members working a 5 days on 2 days off schedule. Work day schedules of this nature require agreement by the Union through a letter of agreement for specific Member assignments.

Police Sworn Members ATO

- (a) Members working the shift schedule set out in (a) above will earn 104 hours of ATO annually. These Members must schedule ATO annually.
- (b) Members working the shift schedule set out in (b) above will earn an average of 104 hours of ATO annually. These Members must schedule ATO annually.
- (c) Members may take ATO as discretionary time as it is earned except where approved by the Employer. Members with a positive ATO balances as of June 30 will be allowed to carry forward 96 hours of ATO. Any hours in excess of 96 will be paid out the following pay period.

A member with a negative ATO balance in excess of 24 hours will have their bank reconciled to negative 24 hours as of June 30.



Overview (Table)

Benefits	Coverage	Responsibility
MSP - required by law	Member & Dependents	Free, may opt for enrollment by employer.
Extended Health	Member & Dependents	Premiums Paid By Employer
Extended Dental	Member & Dependents	Premiums Paid By Employer
Group Life 1.5 X salary to a max of \$150,000.00	Member	Premiums Paid By Employer
Optional Group Life \$100K	Member & Spouse	Included in Union Dues
Dependent Group Life \$10K Spouse \$ 5K each eligible child	Spouse and Eligible Child	Included in Union Dues
Accidental Death and Dismembership Insurance \$100,000.00	Member	Included in Union Dues
Employee/Spousal Voluntary Group Life Insurance - Coverage is available in units of \$10,000 to a maximum of \$150,000. Rates are based on age and smoker status.	Member and/ or Spouse	Paid by Employee
Transit Pass	Member	Paid by Employer
2 Transit Pass	Dependent and/or Spouse	Member pays tax only
Short Term Disability (day 91-180) (65% of base rate with option to top up)	Member	Premiums Paid By Employer
Long Term Disability (day 181 onward) (50% of base rate with option to top up from banked time)	Member	Member paid
EFAP - employee family assistance program	Member & Dependents	Employer paid
EAP	Member & Dependents	Included in Union Dues
Pension Plan (Municipal Pension Plan (MPP)) www.mpp.pensionsbc.ca	Earliest unreduced retirement age: 55 Earliest possible retirement age: 50	Member contributes 10.44% Employer contributes 13.91%
Holidays		3 Weeks at 1st Anniversary
		4 weeks at 8th Anniversary
Float Time		104 hours each year (2.5 weeks)
Shifts		12 hours or 10.5 hours
Shift Patterns		Days only 0500H-1700H
		Afternoons only 1500H-0300H
		Currently no night shifts



Federal Pension (RCMP) Transfer

Information on Pension Transfer

RCMP Officers joining MVTP are able to transfer their federal pension to the MPP. This is because the Municipal Pension Plan has a reciprocal transfer agreement with the RCMP Pension Plan.

If you would like more information on obtaining a transfer estimate and the related deadlines, you can visit the plan website.

There is general information available under <https://mpp.pensionsbc.ca/how-to-transfer-service-between-public-sector-plans>

There is also a page specific to the transfer of service from the RCMP pension plan: <https://mpp.pensionsbc.ca/apply-to-transfer-service-from-another-pension-plan> The form to request a transfer estimate is available at the bottom of this webpage.

If you have specific questions or need assistance, you may also contact them with questions via My Account Message Centre or 1-800-668-6335.

However, it is important to note that if you are a RCMP lateral hire seeking an estimate of the transfer value of your federal pension, this may only be provided to MPP *plan members*; in other words, transfer estimates are only available to RCMP officers once you have joined the MPP as members with TSML.